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AUTHOR O'Neil, James M.; And Others
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ABSTRACT

This paper provides an overview of the results of a 20-month review of the popular, professional, and research literature on dual-career couples undertaken to advance the theory and practice of career counseling with dual-career couples. The results described have direct application to assessing normative dilemmas and themes that occur during career transitions of dual-career couples. Seven conclusions about dual-career couples are listed and a preliminary assessment model focusing on the normative dilemmas of dual-career couples is presented. Twenty-one career transitions are enumerated and defined. These transitions are discussed in the context of how normative dilemmas occur for couples. Career dilemmas, gender-role dilemmas, and marriage-family dilemmas are defined and discussed. Thirty-three normative themes are presented and discussed as significant topics in the dual-career lifestyle. Implications of the model for counseling couples is presented. References, figures, and tables are included. (NB)

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NEW PERSPECTIVES IN CAREER COUNSELING

WITH DUAL-CAREER COUPLES

James M. O'Neil
Diane M. Fishman
Mary Kinsella-Shaw

Counseling Psychology Program
Department of Educational Psychology
University of Connecticut

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ABSTRACT

New perspectives on the career counseling of dual-career couples requires new conceptualizations to understand how careers, gender roles, and marriage-family factors interact. A preliminary assessment model is presented in this paper focusing on the normative dilemmas of dual-career couples. Twenty-one career transitions are enumerated and defined. These transitions are discussed in the context of how normative dilemmas occur for couples. Career dilemmas, gender-role dilemmas, and marriage-family dilemmas are defined and discussed. Thirty-three normative themes are presented and discussed as significant topics in the dual-career lifestyle. Implications of the model for counseling couples is presented.

New Perspectives in Career Counseling with Dual-Career Couples

Assessing the career dynamics of one person and counseling that person is a complex and multifaceted task. The task becomes considerably more complex with dual-career couples. When counseling dual-career clients, consideration must be given not only to two progressive careers but also to the dynamics of an intimate marital relationship and the interaction of family and career roles for both spouses. Dual-career couples' behavior deviates significantly from established societal norms in careers, marriage, family, and gender roles. These couples have few established guidelines to help them manage their multiple and sometimes conflicting roles and responsibilities. Additional conceptualizations are needed to explain the multidimensionality of the dual-career lifestyle and to help dual-career couples effectively solve their career, family, and gender role dilemmas.

Conspiciously absent from the literature is a thorough analysis of the career development complexity of dual-career couples and identification of the specific dilemmas they experience. Previous literature has focused on dual-career couples' personality variables, role conflicts, marital quality, and coping mechanisms. Conceptually, very little is known about how dual-career couples' careers are established, maintained, and terminated. Our focus in this paper is on spouses who have entered their careers and demonstrate not only a commitment to their careers but also to their shared family life. Considerable attention is given to dual-career couples' interpersonal dynamics during career transitions.

This paper represents a preliminary analysis of the dual-career couple and family literature. Over 20 months, we reviewed the popular, professional, and research literature on dual career couples to advance the theory and practice of career counseling with dual-career couples. The final summary of our review will be published in The Counseling Psychologist (O'Neil, Fishman, & Kinsella-Shaw, in press). Our purpose in this paper is to provide an overview of our results that have direct application to assessing normative dilemmas and themes that occur during career transitions of dual-career couples.

A context to understand our views about dual-career couples is important. Below are numerous assumptions justifying an assessment model to help dual-career couples cope during career transitions. A summary of our review indicates the following about dual-career couples: (1) the lifestyle can be stressful and conflictual for spouses; (2) few functional norms exist that guide effective management of the lifestyle; (3) interpersonal conflict exists for couples as they deviate from traditional norms in careers and families; (4) couples violate traditional norms in careers, gender roles, and marriage-family causing negative critiques and devaluations from others; (5) few models exist describing the interpersonal dynamics of couples; (6) career transitions are particularly difficult for couples and cause normative dilemmas between spouses; (7) assessment models and new concepts are needed to assist dual-career couples facing stress, conflict, and change. With these assumptions in mind, we formulated an assessment model to understand dual-career couples.

Assessment Model to Understand Dual-Career Couples

Beyond the early work of the Rapoport and Rapoport (1969, 1971, 1975, 1976, 1978) and the more recent work of Gilbert (1985) and Hall and Hall (1979), a

conceptually integrated picture of dual-career couples across disciplines has not existed. Much of the published research is focused on specific aspects of the dual-career lifestyle with the most attention given to stressors and strains. Several books, however, have broadened perspectives on the dual-career and working couples (Aldous, 1982; Gilbert, 1985; Holmstrom, 1972; Hood, 1983; Malmaud, 1984; Pepitone-Rockwell, 1980; Pleck, 1985; Rice, 1979; Walker & Wallston, 1985). These texts provide case studies, theory, and research on couples that work.

Figure 1 shows a conceptual model to understand dual-career couples'

INSERT FIGURE 1 ABOUT HERE

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career and personal development. This model serves as a preliminary assessment framework when counseling dual-career couples. The top of the model depicts four assessment domains including: (1) situational variables; (2) developmental areas; (3) normative dilemmas; (4) normative themes. Each domain has potential for assessing dual-career couples during counseling. The situational variable is defined as any critical event, issue or change that significantly affects the career development of any special group. In this analysis, career transitions are selected as the situational variables affecting the couple's developmental areas, normative dilemmas, and normative themes. Other situational variables could be studied (i.e., family transitions), but this analysis focuses on career transitions as the critical variable to understand dual-career couples' career dynamics. Twenty-three career transitions will be presented later in Table 1.

The arrows in Figure 1 depict how career transitions affect dual-career couples' developmental areas, normative dilemmas, and normative themes. Other arrows could be drawn to demonstrate other relationships in the assessment model.

Figure 1 also shows five interactive areas of development that exist simultaneously over the life span. These developmental areas provide vantage points to assess the multiple and diverse sources of variation in the dual-career couple lifestyle. The areas are: (1) adult development; (2) vocational development; (3) gender-role development; (4) family development; and (5) marital development. In the center of Figure 1, normative dilemmas of dual-career couples are shown. Three normative dilemma areas activated during career transitions are career dilemmas, gender role dilemmas, and marriage-family dilemmas. The three dilemma areas are depicted in a triangle showing how these dilemmas interact with each other. Normative dilemmas in one area (career, gender role, marriage-family) can activate dilemmas in the other two areas. On the right side of Figure 1 dual-career couple normative themes are referred to. These themes represent the psychological and personal issues for dual-career couples that emanate from the career transitions, developmental areas, and normative dilemmas. These themes will be presented later in Table 2.

Figure 1 can be summarized in the following ways: (1) career transitions are situational variables affecting dual-career couples' life-style; (2) five developmental areas interact in dual-career couples' lives; (3) normative dilemmas in careers, gender roles, and marriage-family occur during career transitions and interact with each other; (4) these dilemmas can be understood by identifying certain normative themes in the dual-career lifestyle. In the remainder of this paper, we discuss the concepts outlined in Figure 1 and

their relationship to the career development of dual-career couples.

Career Transitions and Conflicts

It is surprising that such limited attention has been given to adult career transitions given their frequent occurrence. In one year, Arbeiter, et al., (1978) estimated that over forty million Americans experienced a career transition. Despite the prevalence of career transitions, operational definitions of career transitions are absent in the literature.

Career transitions are defined as events or nonevents in the career development process causing changes in the meaning of the career, one's self assumptions, and one's view of the world (O'Neil & Fishman, 1986). The transition process may be initiated by events or nonevents in the individual, family, or marriage, thus requiring a corresponding change in one's career behavior and relationships. Career transitions emanate from external events as well as internal or personal dynamics. Usually there is some change in the person's status, roles, and/or responsibilities. These changes may lead to renewal and growth, but loss, stagnation, and failure may also occur. Many career transitions are "high stake" experiences because they affect the economic, familial, and psychological dimensions of the person.

The most comprehensive analysis of career transitions was completed by Super (1957). His description of the course and cycle of working life forms the foundation of our analysis. Expanding Super's work, we identify 21 career transitions for dual-career couples and operationally define each as shown in Table 1. Also included in this table are numerous career conflict areas that

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correspond to the 21 career transitions. These career conflict areas are defined as psychosocial-emotional experiences and economic situations that produce barriers to the career transition process; that is, they may restrict, inhibit, and impede the transition. These conflict areas represent the wide array of emotional-psychological problems that may emerge during career and couple counseling. They also provide possible psychological consequences when dual-career couples experience career transitions. The transitions and conflicts areas listed are extensive but not exhaustive.

Transitions 1, 3, 21, 22, and 23 (career choice, first job, aging, preretirement, and retirement) are associated with changes in age or health status. Transitions 4, 5, 9, 15, and 19 (career advancement or change, rapid success, job relocation, and mentoring) have potential for increasing career satisfaction, whereas transitions 8, 10-13, and 17 (unemployment, rapid failure or income loss, demotion, leveling off, and burnout) are threatening and/or detrimental. Transitions 2, 7, 14, 18, 19, 20 (training, work conflicts, working with others, loss of or becoming a mentor, and lost career dream) have relatively moderate psychological implications that parallel normal developmental changes. Transitions 7, 8, 12, 16, 18, and 19 (work conflicts, unemployment, demotion, changes in work schedule, loss of mentor, and becoming a mentor) can directly impact work or family relationships in significant ways. A lack of transition (i.e., a nonevent) as in 1, 2, 4, 5, 9, and 19 (career choice, training, career advancement, career change, rapid success, mentoring) may cause difficulty for the individual and the couple.

As such, these career transitions can be viewed as events that may shift the couple into a state of disequilibrium. Perceiving the career transitions as positive or negative is affected by the couple's attitudes toward change

and capacities to make career and familial adjustments. Each situation calls for varying degrees of adaptation and different coping mechanisms. All transitions can result in redefinitions of self and the world. The couples' gender-role and family dynamics can affect how career transitions and conflicts are integrated and resolved. The career transitions and conflicts in Table 1 also identify points where normative dilemmas occur in the career cycle of spouses.

Normative Dilemmas of Dual-Career Couples

Rapoport and Rapoport (1969) discuss normative dilemmas of dual-career couples as "arising from a clash between personal norms (i.e., what they felt was right and proper behavior for themselves) and social norms (i.e., the norms they felt people around them held)" (p. 13). Rapoport and Rapoport (1969) gave three examples of situations "... which reactivate the normative dilemmas causing the variant norms to collide with the more traditional norms ..." (p. 13). These three situations occur at: (a) transition points in the career life cycle of either partner (i.e., career transitions); (b) transitions in the family life cycle; (c) events in the life space of the children. These three situations imply that career and family transitions activate normative dilemmas.

In our analysis normative dilemmas are defined as conflicts in personal and social norms and values for which a satisfactory solution is not immediately apparent. These conflicts occur in many situations but are most frequent when couples deviate or violate accepted norms in their careers, marriages, and conceptions of gender roles. Normative dilemmas can occur between the couples' personal norms and the social norms of society (Rapoport & Rapoport, 1969) and between and within spouses. Assessing normative dilemmas within individuals,

between spouses, and between the couple and society provides a systems view of dual-career couples' conflicts.

Clashes between a couple's personal norms and social norms can cause tension, strain, and conflict. Couples violating accepted norms in the family and careers can become discrepant with community standards. Violating community norms in parenting, work schedules, and home care can engender devaluation and criticism from others. These are times of stress, conflict, and considerable soul searching. Dual-career couples struggle to clarify their values and decide how to address the normative dilemmas. Dilemmas between the couple's personal norms and societal norms represent an external cause of conflict for couples.

There is a need to focus Rapoport and Rapoport's (1969) concept of normative dilemmas on specific normative dilemmas between and within spouses. Normative dilemmas between spouses occur when there are clashes in the personal norms of the couple causing conflicts in their relationship. In our analysis, normative dilemmas within and between spouses are subdivided into three categories and described as career dilemmas, gender-role dilemmas and marriage-family dilemmas (see middle of Figure 1). First, based on the assumptions that normative dilemmas are activated by career transitions (Rapoport & Rapoport, 1969), numerous career dilemmas are described. Second, building on the concept of identity dilemmas and tension lines (Rapoport & Rapoport, 1969), gender-role dilemmas of dual-career couples are discussed. Third, based on the assumption that career transitions activate normative dilemmas in marriage-family life, marriage-family dilemmas are enumerated.

Normative Dilemmas in Careers, Gender Roles, Marriage-Family Emanating from Career Transitions

Below are enumerated the specific career, gender-role, and marriage-family

dilemmas that occur during career transitions. The career transitions in Table 1 are discussed in the context of dilemmas and themes that can be assessed during career and couple counseling.

Clusters of career transitions in Table 1 help identify career dilemmas around normative themes. For example, transitions 2, 4, 9, 13 and 17 (training, advancement, success, job peaking, mentoring) can stimulate normative dilemmas focused on achievement, success, and competition between spouses. Likewise, transitions 2, 5, 8 and 11 (training, career change, unemployment, income loss) can activate dilemmas about money and financial planning. Transitions 2, 17, 20, 21 (training, mentoring, preretirement, retirement) can reveal spouses' differing values about the meaning of time and how to manage it. Conflicts concerning the intrinsic value and meaning of careers may become prominent during transitions 2, 17, 20, 21 (training, mentoring, preretirement, retirement). Values about men and women's work roles are likely to occur during transitions 1-5 (career choice, training, first job, career advancement or change). Different norms on how to manage stress may become evident during transitions 2, 3, 5, 7, 8, 10, 14, 15, and 18 (training, first job, career change, work conflicts, unemployment, failure, burnout). Normative clashes concerning failure and disappointment may surface if transitions 8, 10, 12, 13, or 18 occur (unemployment, failure, demotion, leveling off, lost dream). Finally, the couple may disagree on how to manage health concerns that may accompany career transitions 15, 19, 20, 21 (burnout, aging, preretirement, retirement). All of these career dilemmas may be situations where couples experience conflict, stress, and need counseling.

Gender role dilemmas are experienced when couples deviate, violate, and change traditional and sociocultural norms of masculinity and femininity in their career and family roles. During these dilemmas, questions about manhood

and womanhood are common and tensions between spouses can occur. Gender role dilemmas between spouses occur during career transitions. For example, initial career choice (transition 1) and career advancement (transition 4) can cause gender-role dilemmas when wives choose or obtain careers that have greater status than women's careers. When a wife's career status exceeds her husband's, a traditional gender-role norm is violated. The husband may experience competitive feelings, lowered self esteem, self devaluation, and emasculation. Under these conditions, the husband may limit support or undercut his wife's career resulting in resentment, anger, and feelings of betrayal. A man's unemployment, failure, demotion, income loss, burnout, or lost career dream (transitions 8, 10, 11, 12, 15, and 18) are all potential gender-role dilemmas. These events violate men's gender-role norm as successes who control their futures. Men may feel like failures and emasculated by these transitions. Wives may also be conflicted; expecting men to be successes, protectors, and primary providers. Rapid success (transition 9) for either spouse can increase career involvement at possible expense of family and parenting roles. Different gender-role views of career and family roles can cause normative dilemmas between spouses. These same transitions can stimulate a woman's guilt about leaving her children for work and produce devaluations from others who believe her place is at home. Women may fear success or worry that their career will destroy their marriages or permanently damage their children. Differential communication processes learned during early socialization, may cause difficulty for either spouse in fully discharging emotions or developing problem solving approaches.

Marriage-family dilemmas occur when dual career couples experience career transitions and deviate, violate, and change marriage-family norms. There are

four areas where dilemmas may occur including: family roles, family power, family-marital satisfaction, and family resources, coping, and problem solving. Examples of different career transitions that produce marriage-family dilemmas are given below.

Career transitions 2, 4, 5, 8, 9, 10, 12 (training, career advancement and change, unemployment, success, failure, demotion) can alter role expectancies and increase role overload, strain and conflict. Also, career transitions 2, 4, 5, 9, 11 and 19 (training, career advancement and change, success, income loss, aging) may produce situations where role fulfillment is more difficult, stressful, and requiring negotiation between spouses.

Transitions 1-5, 17, 20 (career choice, advancement, and change; training, first job, mentoring, preretirement) involve decisions where power is asserted and where power conflicts can occur. A number of career transitions could increase or decrease spouse's power in their careers and families. Transitions 2, 4, 9, 17 (training, career advancement, success, mentoring) may represent power gains and transitions 5, 8, 10, 11, 12, 15, 16, 18, 19, 21 (career change, unemployment, failure, income loss, demotion, burnout, aging, retirement) may represent power losses.

The career transitions in Table 1 can affect the couple's marriage and family satisfaction. Career transitions 1, 3, 4, 5, 9 (initial career choice, first job, career advancement and change, success) have potential to increase marriage and family satisfaction. Numerous career transitions can decrease marriage and family satisfaction including transitions 6, 7, 8, 11, 12, 15, 19 (loss of meaning in career, work conflicts, unemployment, income loss, demotion, burnout, aging).

Many family resource issues as well as coping and problem solving skills can be affected by career transitions. Transitions 2, 5, 8, 10, 15, 18

(training, career change, unemployment, failure, burnout, lost career dream) may require family resources be focused on one spouse's advancement at the expense of the other person's goals. Nearly every transition calls for problem solving skills and coping. Transitions 7, 8, 10, 11, 12, 15 (conflict at work, unemployment, failure, income loss, demotion, burnout) may require effective coping and problem solving in the context of crises or threat.

Specific conflicts in personal norms and values of dual-career couples have been identified in this section. Career, gender role, and marriage-family dilemmas have been defined as areas where normative dilemmas occur. Normative dilemmas activated by career transitions have been enumerated. From this analysis, numerous normative themes of dual-career couples can be identified.

Normative Themes of Dual-Career Couples

Normative themes represent specific issues emanating from the career transitions and normative dilemmas described in the earlier sections. These themes have psychological significance for counseling, and represent topics where meaningful discussions of dual-career satisfaction and strain can occur. The dual-career couple assessment themes are activated by career, gender-role, and marriage-family dilemmas. These dilemmas are not experienced in an interpersonal vacuum and are affected by society's norms and standards.

Table 2 enumerates 33 themes representing significant topics in the

INSERT TABLE 2 ABOUT HERE

dual-career couple lifestyle. Each theme has received attention in the literature and many have been cited as a normative dilemma in the previous sections. There are a number of ways to cluster these themes that focus

assessment of dual-career couples in counseling. The present clustering uses the areas of development and the normative dilemmas in careers, gender roles, and marriage-family as depicted in Figure 1.

For example, themes 1-7 have meaning across the areas of development. Couples aspire to demonstrate success, achievement, competence, control, power, strength, and self esteem across vocational, gender role, and marriage-family areas. Themes 8-12 relate most closely to career dilemmas and transitions. The couple's career salience, other relationships, work roles, and competition can be continual issues for discussion. Themes 13-16 focus primarily on family dynamics including family planning and role functions. Themes 17-29 represent numerous interpersonal processes between spouses that affect all areas of development and many normative dilemmas across careers, gender roles, and marriage-family. Themes 30-33 identify interpersonal issues and substantial areas of loving relationships. Normative themes 1-6, 8, 13, 16, 17, 20, 24, and 33 may activate gender-role dilemmas, conflicts, and transitions. Different socialization experiences of men and women can bring different meaning to these themes. Other clusters of themes could be developed. The above clusters of themes in Table 2 are enumerated to help couples assess the salient issues in their relationship.

Summary and Implications

A preliminary assessment model for counseling dual-career couples has been presented. Figure 1 summarized the major components of the model. Career transitions of dual-career couples were numerated and dilemmas in careers, gender roles, and marriage-family were discussed. Thirty-three normative themes were listed as significant topics for dual career couples to

discuss in career and couple counseling.

We recommend couples make "dilemma analyses" in their lives and during career counseling. Psychologists and other helping professionals can facilitate dilemma assessments by explaining normative dilemmas as a predictable outcome of the dual-career lifestyle. By assessing normative dilemmas, couples can better understand themselves and accept change as one of the only constants in life. Clearly, solving dilemmas between dual career couples can be difficult and complex. Yet, successes at solving complex dilemmas can increase a couple's marital confidence, intimacy, and growth. A couple's capacity to confront dilemmas, without interpersonal violence, is the critical process for maintaining trust, satisfaction, and longevity. Second, couples may need to analyze their early gender role socialization experiences and understand their reactions to incorporating cross-sex gender role behaviors and roles. Assessing gender role dilemmas and integrating gender role transitions is essential. Third, effective communication skills are required to manage the conflicting forces of career, marriage, and family. You have to be able to talk, negotiate, compromise, and problem solve in both emotional and instrumental terms.

The dual-career lifestyle is one extension of the Women's, Men's, and Feminist's Movement. Dual-career couples do not just talk or philosophize about equity and sexism. They have to live equitable and nonsexist lives in their career, marital, and family relationships. This tests couples' abilities to transcend traditional gender role stereotypes in society that still strongly endorses them.

There is and will continue to be criticism of the dual-career lifestyle. Does the lifestyle contribute to divorces, damaged children, and exhaustion

of spouses? Shouldn't there be more support of this lifestyle in the corporate, business, and community setting? Answers to these questions and others will come with additional research and analyses of couples' dilemmas, stressors, and coping mechanisms. This is one area where psychologists can make a difference in people's lives.

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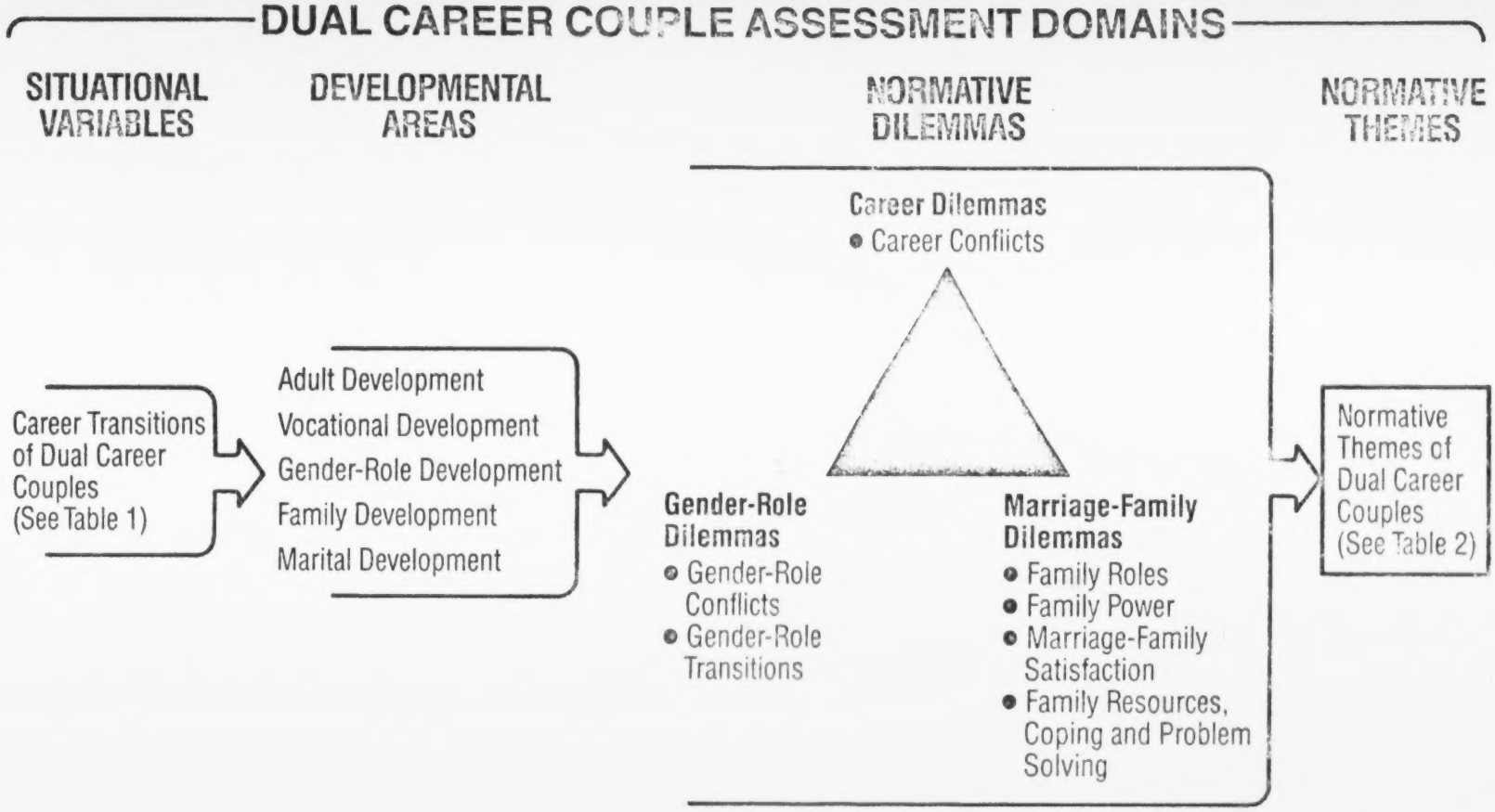

Figure 1 Assessment model to understand dual career couples

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TABLE 1

SUMMARY OF CAREER TRANSITIONS AND CONFLICT AREAS FOR DUAL CAREER COUPLES

Career Transitions	Definitions	Career Conflict Areas
1) Initial Career Choice	First decision about career area to pursue.	Indecision and anxiety about choice; lack of self awareness and information about the world of work.
2) Obtaining Skill Development/ Training	Obtaining expertise in career or job area.	Fears about admission/rejection to training; questions about competency, success; fear of failure.
3) First Job	Initial work pursued after training or education.	Competency; worries about succeeding and failing; role adoption; lack of confidence.
4) Career Advancement (new job)	Promotion in career choice with new responsibilities.	Competency; worries about succeeding and failing; role adoption.
5) Career Change	Decision to pursue a different career.	Competency; worries about succeeding and failing; role adoption.
6) Loss of Interest or Meaning in Career	Career and work loses its intrinsic value and status.	Boredom, apathy; loss of motivation.
7) Serious Conflicts with Supervisor, Colleague, or Work Setting	Continuous and severe difficulties with coworkers, supervisor, or setting resulting in stress and strain.	Conflict management; power, control, competition issues; assertiveness vs. passivity; problem solving.
8) Being Fired or Unemployed	Losing your job.	Failure; loss; economic instability; find new work.
9) Rapid Success	Back to back accomplishments over short period of time.	Integration of success in personal and professional roles; fear of success.
10) Rapid Failure	Back to back diminishments or defeats over short period of time.	Fear of failure, concerns over competence; feelings of inadequacy; despair.
11) Rapid Income Loss	Quick loss in money earned.	Difficulties in managing financial matters.
12) Demotion	Being reduced to a lower grade or rank; not being promoted.	Role loss; disappointment.
13) Leveling off-Job Peaking	Not being promoted to the next higher level or achieving the highest level possible.	Competence; disappointment.
14) Working with Employers or Employees	Interaction with subordinate, supervisor, or peer.	How to relate to peers and supervisors
15) Burn Out	Fatigue and loss of interest in work because of overwork, role overload, and unhappiness.	Withdrawal from work; cynicism; apathy.
16) Loss of Mentor	Relationship change with person who has sponsored and supported your career.	Dependence-independence issues; loss; insecurity.
17) Becoming a mentor	Taking on role of resource, sponsor, and traditional figure for another person entering a career.	Competence; power, control, competition issues.
18) Lost Career Dream or Goal	Recognition that ultimate career aspiration is not attainable.	Loss, despair, cynicism; approaches to generating new goals and dreams.
19) Aging, Loss of Stamina and Endurance	Decreasing energy to perform in career role.	Limited energy to do work.
20) Preretirement	Period of time when plans for retirement are made.	Pressure or resistance to retire; decisions about when to retire; questions about accomplishments and success.
(21) Retirement	Period of time when formal work career ends.	Loss; time management; conflicts about how to develop leisure and retirement pursuits.

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TABLE 2

DUAL CAREER COUPLE ASSESSMENT THEMES

THEMES	DEFINITIONS
(1) SUCCESS	ATTAINING WEALTH, FAVOR, OR EMINENCE.
(2) ACHIEVEMENT	SUCCESSFUL COMPLETION AND ACCOMPLISHMENT BROUGHT ABOUT BY RESOLVE, PERSISTENCE, OR ENDEAVOR.
(3) COMPETENCE	HAVING ADEQUATE ABILITY, QUALITIES, AND CAPACITY TO FUNCTION IN A PARTICULAR WAY.
(4) CONTROL	REGULATING, RESTRAINING, AND HAVING OTHERS OR SITUATIONS UNDER ONE'S COMMAND.
(5) POWER	OBTAINING AUTHORITY, INFLUENCE, OR ASCENDANCY OVER OTHERS AND ONE'S ENVIRONMENT.
(6) STRENGTH	HAVING CAPACITY FOR ENDURANCE PHYSICALLY, EMOTIONALLY, INTELLECTUALLY, AND SPIRITUALLY.
(7) PERSONAL WORTH - SELF ESTEEM	BEING VALUED BY OTHERS AND TO VALUE ONESELF.
(8) CAREER SALIENCE	OVERALL INVOLVEMENT IN CAREER.
(9) COLLEAGUESHIP	HAVING AN ASSOCIATE IN A PROFESSION.
(10) WOMEN'S AND MEN'S WORK ROLES	PERCEPTIONS OF APPROPRIATE WORK ROLES FOR EACH SEX.
(11) COMPETITION	STRIVING AGAINST ANOTHER TO GAIN SOMETHING AND ESTABLISHING ONE'S SUPERIORITY OR SKILL.
(12) PROVIDER ROLE	ASSUMING ECONOMIC RESPONSIBILITY FOR FAMILY.
(13) PROCREATION	GIVING BIRTH TO CHILDREN.
(14) HOUSEHOLD TASKS OR ROLES	FUNCTIONS AND WORK THAT MAINTAINS THE HOME.
(15) PARENTHOOD	PARENTAL ROLE WITH SONS AND DAUGHTERS.
(16) FAMILY ROLES	FUNCTIONS IN THE HOUSEHOLD AND WITH FAMILY MEMBERS.
(17) PERSONAL COMMUNICATION	VERBAL AND NON-VERBAL WAYS OF INTERPERSONAL EXCHANGE.
(18) COMPROMISE AND NEGOTIATION	ABILITY TO DISCUSS PROBLEMS AND MAKE MUTUAL CONCESSIONS.
(19) DECISION MAKING	PROCESS OF ARRIVING AT A CONCLUSION ABOUT AN ISSUE.
(20) SPOUSAL NURTURANCE, SUPPORT	CARE, ATTENTION, AFFECTION, AND ENCOURAGEMENT FROM PARTNER.
(21) TIME MANAGEMENT	HOW HOURS ARE ALLOCATED AND SPENT.
(22) MONEY AND FINANCIAL MANAGEMENT	INCOME AND HOW IT IS SPENT AND/OR SAVED.
(23) TRUST	RELIANCE AND CONFIDENCE IN SOMEONE ELSE.
(24) EMOTIONALITY	UNDERSTANDING AND ABILITY TO EXPRESS EMOTIONS.
(25) EQUITY	EQUAL OPPORTUNITY AND SHARING OF CONSTRAINTS.
(26) DEPENDENCY	RELYING ON SOMEONE ELSE.
(27) INTERDEPENDENCY	MUTUAL RELIANCE ON EACH OTHER.
(28) HEALTH CARE	RECOGNITION OF FACTORS THAT MAINTAIN A HEALTHY LIFE.
(29) AGING	SHOWING THE EFFECTS OR CHARACTERISTICS OF GETTING OLDER.
(30) MALE FRIENDSHIP	DIMENSIONS AND DEPTH OF RELATIONSHIPS WITH OTHER MEN.
(31) FEMALE FRIENDSHIP	DIMENSIONS AND DEPTH OF RELATIONSHIPS WITH OTHER WOMEN.
(32) SEXUALITY	SEXUAL NEEDS, ATTITUDES, VALUES, AND BEHAVIORS.
(33) INTIMACY, LOVE, ROMANCE	INTIMACY NEEDS, ATTITUDES, VALUES, AND BEHAVIORS.